Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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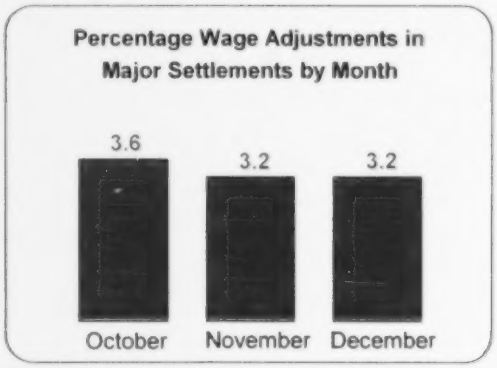
Wage Settlements

Covering 500 or More Employees

December 2008

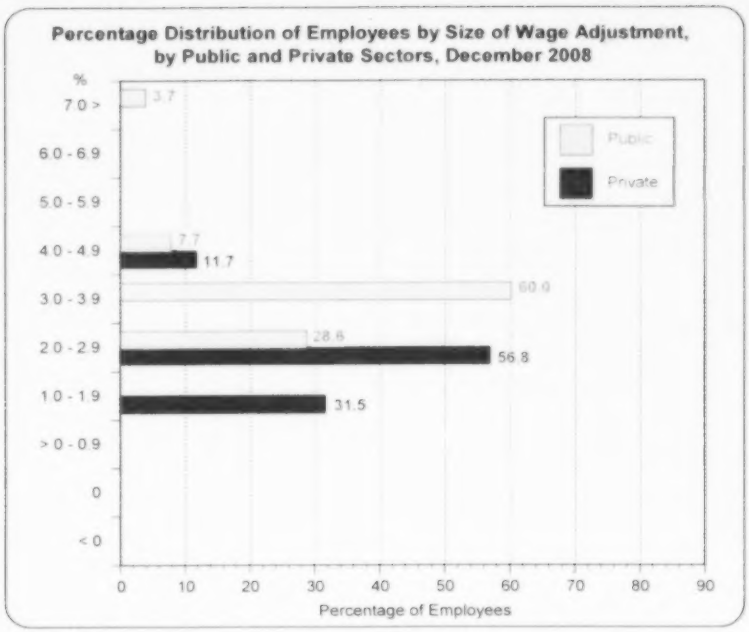
Major collective bargaining settlements reached in December 2008 provided base-rate wage increases averaging 3.2% annually over the term of the contracts. These results are based on a review of 18 settlements with a coverage of 31,780 employees.



When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7%, a smaller gain than in their current settlements. Contract durations in December averaged 35.2 months, compared to 38.3 months in the previous round of settlements.

Wage adjustments in the public sector averaged 3.4% and 2.5% in the private sector. The public-sector figure was influenced by a Government of New Brunswick education-sector agreement, providing 8,000 elementary and secondary school teachers with increases averaging 3.7%. The private-sector figure was influenced in part by an agreement between Ispat-Sidbec and 1,400 employees who received a wage increase of 1.3% and 2 agreements with Rio Tinto Alcan providing 1,960 employees with a wage increase averaging 2.8%; all three agreements were in Quebec.

Canada



On a jurisdictional basis, the largest concentration of employees (26.5% of all workers) was in Ontario, where wage adjustments averaged 3.3%. The largest average annual wage increase was in Alberta at 6.1% and the smallest adjustment was in Quebec at 2.2%.

On an industry basis, the largest concentration of employees (45.6% of all workers) was in the education, health, and social services sector; wage adjustments in this sector averaged 3.5%; the largest average wage adjustment was also recorded in this sector (3.5%); the smallest average adjustment was in the manufacturing sector at 2.2%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

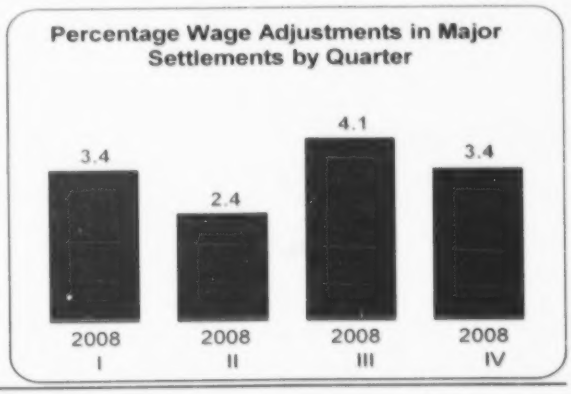
Average Annual Percentage Wage Adjustments by Month

	2008		
	October	**November**	**December**
Sectors			
Public Sector	3.9	3.1	3.4
Private Sector	2.0	4.0	2.5
All Industries/Jurisdictions			
Average Annual Adjustment	3.6	3.3	3.2
Non-COLA	3.6	3.3	3.4
COLA	-	2.7	2.1
First-Year Adjustment	3.7	3.4	3.6
Non-COLA	3.7	3.4	3.8
COLA	-	3.1	2.0

	2008		
	October	November	December
Industries			
Primary Industries	-	3.2	-
Manufacturing	1.5	1.3	2.2
Wholesale and Retail Trade	2.1	4.8	-
Transportation	3.0	-	2.6
Information and Culture	2.0	-	-
Finance and Professional Services	2.0	-	3.2
Education, Health, and Social Services	4.2	3.1	3.5
Entertainment and Hospitality	-	3.2	-
Public Administration	-	4.5	3.3
Jurisdictions			
Newfoundland and Labrador	5.0	-	-
New Brunswick	-	-	3.7
Quebec	4.9	2.0	2.2
Ontario	2.9	3.0	3.3
Manitoba	1.2	-	2.8
Saskatchewan	3.0	4.4	4.2
Alberta	5.0	4.8	6.1
British Columbia	2.7	2.5	2.4
Federal Jurisdiction	2.0	-	3.0

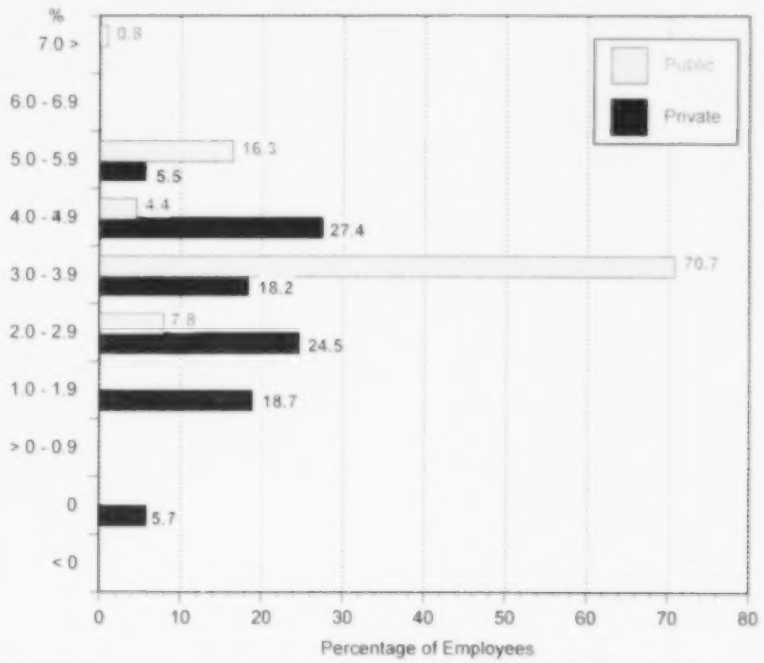
Fourth Quarter 2008

Base-rate wage adjustments from major collective bargaining settlements reached in the fourth quarter of the year 2008 averaged 3.4% annually over the contract term; this is lower than the 4.1% increase in the previous quarter. The fourth quarter results are based on 110 agreements covering 154,590 employees.



When the parties to these fourth quarter settlements previously negotiated, the resulting wage adjustments averaged 2.7%, lower than in their current settlements. Contract durations in the fourth quarter 2008 averaged 42.7 months, compared to 38.3 months in the previous round of settlements.

Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, Fourth Quarter 2008



Wage adjustments in the public sector averaged 3.5% and in the private sector, 2.9%. The public-sector results are based on 89 agreements covering 127,850 employees; public-sector employees account for 82.7% of the total employee coverage in the fourth quarter. Public-sector agreements in Alberta recorded wage adjustments averaging 5.0%. There was a large number of education-sector settlements in the fourth quarter in Ontario, with wage adjustments averaging 3.0%. The private sector results are based on 21 agreements covering 26,740 employees and private-sector employees account for only 17.3% of the total employee coverage in fourth quarter settlements. Wage adjustments in this sector ranged from a wage freeze for 600 employees with Cooper Standard Automotive Ltd. in Ontario, to a 5.2% increase for 1,470 employees with Real Canadian Superstore in Alberta.

On a jurisdictional basis, the largest average wage adjustment was recorded in both Newfoundland and Alberta at 5.0%, and the lowest increase was in Manitoba at 1.8%. The largest concentration of agreements (65.5%) and employees (55%) was in Ontario where wage adjustments averaged 3.0%. In the federal jurisdiction, 2,100 Canada Post employees received increases averaging 2.6%.

On an industry basis, the largest average wage adjustment was in the education, health, and social services sector at 3.5%, and the lowest adjustment was in manufacturing at 1.8%. The largest concentration of agreements (71.9%) and employees (67.5%) was in the education, health, and social services sector where wage adjustments averaged 3.5%.

The majority of agreements (67.3%) and employees (61.6%) had wage adjustments in the 3.0 to 3.9% range; 16.4% of agreements covering 23.4% of employees recorded adjustments at or above 4.0%; 14.5% of agreements and 13.9% of employees had wage adjustments below 3.0%; 1,520 employees (1%) in 2 agreements (1.8%) were subject to a wage freeze.

Average Annual Percentage Wage Adjustments by Quarter

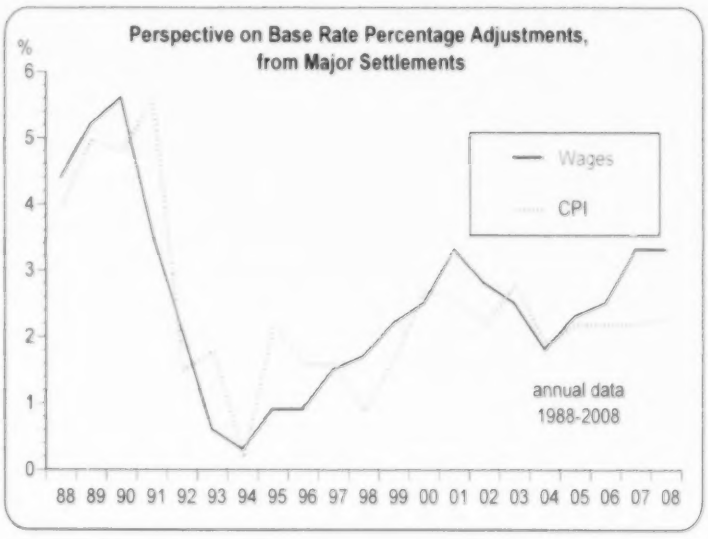
	2008			
	1st	2nd	3rd	4th
Sectors				
Public Sector	3.2	3.0	4.5	3.5
Private Sector	3.9	1.7	3.0	2.9
All Industries/Jurisdictions				
Average Annual Adjustment	3.4	2.4	4.1	3.4
Non-COLA	3.3	2.7	4.1	3.4
COLA	5.1	1.4	4.1	2.3
First-Year Adjustment	3.3	2.3	5.6	3.6
Non-COLA	3.2	2.9	5.6	3.6
COLA	5.6	0.5	6.0	2.3
Industries				
Primary Industries	4.8	3.4	-	3.2
Utilities	3.3	2.1	3.5	-
Construction	5.8	-	4.7	-
Manufacturing	1.1	1.1	3.1	1.8
Wholesale and Retail Trade	4.6	1.7	2.5	3.4
Transportation	3.2	2.9	3.2	2.9
Information and Culture	2.0	2.1	1.6	2.0
Finance and Professional Services	2.0	2.9	-	2.9
Education, Health, and Social Services	3.5	3.8	4.7	3.5
Entertainment and Hospitality	-	1.2	2.3	3.2
Public Administration	2.1	3.3	3.0	3.4
Jurisdictions				
Newfoundland and Labrador	-	5.0	-	5.0
Prince Edward Island	3.0	-	3.0	-
Nova Scotia	3.5	2.9	4.7	-

	2008			
	1st	2nd	3rd	4th
New Brunswick	4.0	3.0	3.7	3.7
Quebec	2.4	2.1	2.8	2.6
Ontario	3.0	1.8	2.9	3.0
Manitoba	4.1	3.5	3.3	1.8
Saskatchewan	2.3	-	6.2	3.5
Alberta	4.0	4.7	5.3	5.0
British Columbia	3.3	3.4	2.6	2.5
Territories	-	4.4	-	-
Federal Jurisdiction	3.4	2.6	3.3	2.7

Major Settlements in 2008

Major collective bargaining settlements reached in 2008 provided base-rate wage adjustments averaging 3.3% annually over the contract term, the same as in 2007, and an increase from 2.5% in 2006. There were 311 major settlements in 2008, with a coverage of 628,460 employees. The rate of inflation in 2008 was lower than the increase in wage adjustments: in 2007 and 2008, the Consumer Price Index rose by 2.2% and 2.3% respectively, while adjustments averaged 3.3%.

Wage adjustments from the 2008 settlements were higher than the rate in the contracts they replaced. When the parties to these settlements previously negotiated, the resulting wage adjustments averaged 2.7%, compared to the 3.3% in their 2008 settlements.



Contract durations in these 2008 settlements averaged 41.0 months, up from the average of 38.3 months in the contracts they replaced, and above the average of 37.0 months for settlements reached in 2007. However, the 2008 figure is lower than the record-setting number of 47.1 months in 2005.

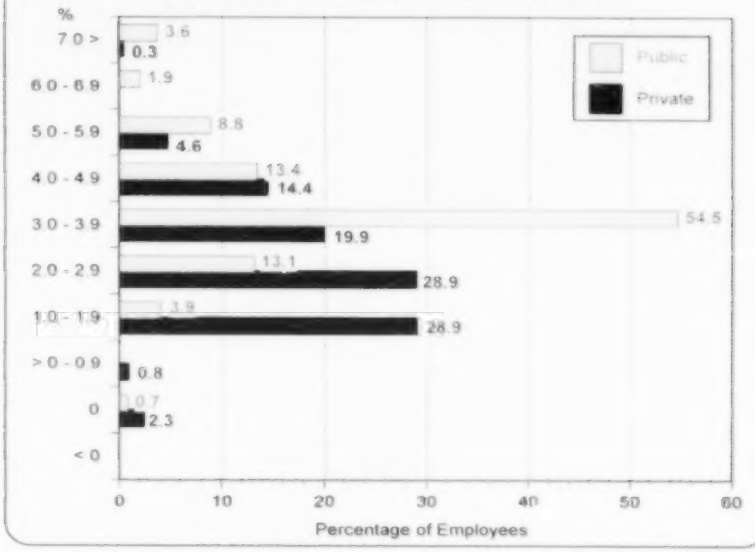
In 2008, 48.2% of these agreements covering 44.1% of employees recorded wage adjustments in the 3.0 to 3.9% range; 20.9% of the agreements provided 25.2% of employees with adjustments above that range; 29.0% of agreements covering 29.9% of employees provided adjustments below 3.0%; 0.7% of employees in 6 agreements (1.9%) were subject to a wage freeze.

Wage gains in the public sector remained above those in the private sector, as they have since 2006. Wage adjustments in the public sector averaged 3.5% in 2008, compared to 2.7% in the private sector.

The public sector average of 3.5% resulted from 220 agreements with a coverage of 440,900 employees (70.2% of all employees in this year's settlements); federal administration agreements provided average wage adjustments of 2.5%; provincial administration wage adjustments were fractionally higher at 2.6%; and local administration adjustments averaged 2.8%; in the education, health, and social services sector, wage adjustments averaged 3.9%.

In the private sector, the 2008 average wage adjustment of 2.7% resulted from 91 settlements with a coverage of 187,560 employees and marked a decrease from 3.2% in 2007, but it was still higher than the 2.2% adjustment recorded in 2006. The private sector accounted for only 29.8% of the total employee coverage and had less of an impact than the public sector on the Canadian aggregate average in the employee-weighted wage series.

Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, for the Year 2008



On a jurisdiction basis, wage adjustments ranged from a low of 2.4% in Quebec, to a high of 5.1% in Saskatchewan where the largest increase was recorded in the education, health, and social services sector at 5.9%. The second largest average increase was in Newfoundland at 5.0%; Alberta ranked third at 4.8%. The largest concentration of agreements (43.4%) and employees (40%) was in Ontario where wage adjustments averaged 2.6%. In the federal jurisdiction, wage adjustments averaged 2.9%.

On an industry basis, wage adjustments ranged from a low of 1.6% in manufacturing, to a high of 5.4% in the construction sector. In Ontario, wage settlements in the manufacturing sector averaged 1.0% down from 2.8% the previous year. The largest concentration of agreements and employees was in the education, health, and social services sector where wage adjustments averaged 3.9%.

Only 7.4% of the major agreements settled in 2008 had a COLA (cost-of-living-agreement) provision, compared to 12.2% the previous year; 15.8%, 5 years ago; and 31.8% in 1990. In 2008, 21 of the agreements with a COLA clause were in the private sector and only 2 in the public sector. The majority of the COLA clauses were in manufacturing-sector agreements.

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.5
Private Sector	2.4	2.2	3.2	2.7
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.3
Non-COLA	2.3	2.5	3.3	3.4
COLA	2.5	2.7	3.4	2.2
First-Year Adjustment	2.1	2.4	3.8	3.6
Non-COLA	2.1	2.4	3.9	3.8
COLA	2.6	2.7	3.5	1.9
Industries				
Primary Industries	3.1	2.8	4.7	4.3
Utilities	2.6	2.3	3.8	2.2
Construction	2.5	3.6	3.3	5.4
Manufacturing	2.4	2.4	2.5	1.6
Wholesale and Retail Trade	2.0	1.2	2.4	2.9
Transportation	2.9	2.1	2.7	3.0
Information and Culture	2.4	2.5	3.0	2.0
Finance and Professional Services	2.3	2.5	3.5	2.9
Education, Health, and Social Services	2.1	2.6	3.5	3.9
Entertainment and Hospitality	1.9	2.9	3.3	1.9
Public Administration	2.5	2.8	3.5	2.8
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.6	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.8
New Brunswick	3.1	3.0	2.5	3.7

	2005	2006	2007	2008
Quebec	1.6	2.0	3.2	2.4
Ontario	2.7	2.5	3.0	2.6
Manitoba	2.9	2.6	3.0	3.4
Saskatchewan	2.0	2.1	4.1	5.1
Alberta	3.0	3.4	4.9	4.8
British Columbia	0.5	2.5	3.0	2.7
Territories	3.0	3.1	3.0	4.4
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	2.9

***Note**: Data for 2008 cover the months of January through December.*

Average Annual Percentage Wage Adjustments by Public and Private Sector, a Chronological Perspective Since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8

Year	Public	Private	Both Sectors
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3
2008	3.5	2.7	3.3

Note: *Data for 2008 cover the months of January through December.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 325kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries.

Major Settlements Reached in December 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Manufacturing				
ArcelorMittal inc. Contrecoeur, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production employees	1,400	1.3*	12.0	Jan 31, 2010
Catalyst Paper Corporation Crofton, British Columbia Pulp, Paper and Woodworkers of Canada (CCU) mill employees	560	2.5	48.0	Apr 30, 2012
Rio Tinto Alcan Alma, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) production and maintenance employees	710	2.8	12.0	Dec 31, 2011
Rio Tinto Alcan Jonquière, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees and trade employees	1,250	2.8	12.0	Dec 31, 2011
4 agreements	**3,920**	**2.2**	**17.1**	
Transportation				
Canada Post Corporation Canada-wide, Multiprovince Public Service Alliance of Canada (CLC) technical employees and administrative and support employees	2,100	2.6*	48.0	Aug 31, 2012
1 agreement	**2,100**	**2.6**	**48.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Finance and Professional Services				
G4S Cash Services (Canada) Ltd. province-wide, Alberta; province-wide, Manitoba; and province-wide, Saskatchewan Teamsters Canada (CtW/CLC) armoured car services employees	520	4.3	36.0	May 31, 2010
Manitoba Public Insurance Corporation province-wide, Manitoba Manitoba Government and General Employees' Union (CLC) office employees and technical employees	1,710	2.9	47.8	Sep 22, 2012
2 agreements	**2,230**	**3.2**	**45.2**	
Education, Health, and Social Services				
Capital Care Group and St. Joseph's Auxiliary Hospital Edmonton, Alberta Alberta Union of Provincial Employees (Independent natl.) support employees and licensed practical nurses	1,000	7.3	48.0	Jun 30, 2012
Emergency Health Services Commission Vancouver, British Columbia Canadian Union of Public Employees (CLC) ambulance technicians and dispatchers	3,400	2.0	12.0	Mar 31, 2009
Government of New Brunswick province-wide, New Brunswick New Brunswick Teachers' Federation (Independent-natl.) elementary and secondary teachers	8,000	3.7	48.0	Feb 29, 2012
Grant MacEwan College Edmonton, Alberta MacEwan Staff Association (Independent-local) office employees, technical employees, and maintenance employees	700	4.5	24.0	Jun 30, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
The Board of Education of St. Paul's Roman Catholic Separate School Division No. 20 Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) support employees	600	4.2	36.0	Dec 31, 2010
University of Guelph Guelph, Ontario Canadian Union of Public Employees (CLC) teaching assistants	780	3.0	12.0	Aug 31, 2009
6 agreements	**14,480**	**3.5**	**36.0**	
Public Administration				
City of Vancouver Vancouver, British Columbia International Association of Fire Fighters (AFL-CIO/CLC) firefighters	800	4.2	39.0	Mar 31, 2010
City of Winnipeg Winnipeg, Manitoba Winnipeg Association of Public Service Officers (Independent-local) administrative services employees and technical employees	620	2.4	36.0	Oct 11, 2011
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Independent-local) office employees and technical employees	860	3.3	36.0	Dec 31, 2010
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Independent-local) police cadets	1,350	3.3	36.0	Dec 31, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Toronto Police Services Board Toronto, Ontario Toronto Police Association (Independent-local) police officers	5,420	3.3	36.0	Dec 31, 2010
5 agreements	**9,050**	**3.3**	**36.3**	
Agreements with COLA - 2 agreements	**3,500**	**2.1**	**33.6**	
Agreements without COLA - 16 agreements	**28,280**	**3.4**	**35.3**	
All Agreements - 18 agreements	**31,780**	**3.2**	**35.2**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	57,860	B/MED/ ARB/TENT	Sep 06–Jan 08
Canada Revenue Agency	PIPSC	10,440	MED	Dec 07
Canadian Food Inspection Agency	PIPSC/PSAC	5,490	B/TENT	Jun 07/May 08
Parks Canada	PSAC	4,320	TENT	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,530	B/TENT	Mar 07/Apr 08
City of Ottawa - OC Transpo	ATU	2,300	ARB	Mar 08
Marine Atlantic	CAW Canada	780	CO	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
CBC/Radio-Canada	Various unions	7,600	B/TENT	Mar 09
Canadian National Railway Company	Various unions	1,920	B	Dec 08
Bell Canada (Ont. and Que.)	CEP	1,430	B	Nov/Dec 08
Greyhound Canada Transportation Group	ATU	1,050	B	Dec 08
Maritime Employers Association (Que.)	CUPE	830	B	Dec 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO/OSSTF	83,850	B	Aug 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	B	Mar 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Government of Newfoundland and Labrador	NAPE	14,185	TENT	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	TENT	Mar 08
Government of Ontario	OPSEU/OPP	10,770	B	Dec 08
Government of Nova Scotia	Teachers	10,500	TENT	Jul 08
City of Ottawa	CUPE/CIPP	10,140	B	Dec 08
City of Edmonton	Various unions	8,400	B	Dec 08
City of Calgary	CUPE/Police	6,780	B	Jan 09
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Québec	Various unions	1,310	B/ARB	Dec 06

Employer	Union	Employees	Status*	Expiry Month
Prince Edward Island Department of Health	Nurses	1,200	ARB	Mar 08
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
City of Winnipeg	Firefighters	880	ARB	Dec 07
Private Sector				
ATCO Gas (Alta.)	Natural Gas Employees' Association	1,840	TENT	Dec 08
Cargill Ltd. (Alta.)	UFCW	1,600	B	Dec 08
Motor Coach Industries Limited (Man.)	IAMAW	780	B	Feb 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
City of Toronto	CUPE	29,100	Dec 08
Government of Ontario	AMAPCEO	7,000	Mar 09
Ontario Power Generation Inc.	CUPE	6,940	Mar 09
Ontario Hospital Association	OPSEU	6,540	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	Mar 09
Canada Post Corporation	APOC	3,100	Mar 09
Government of Northwest Territories	PSAC	2,500	Mar 09
NAV CANADA	CAW Canada	2,300	Mar 09
National Steel Car Limited	USWA	2,170	Apr 09
No Frills Franchise Stores (Ont.)	CAW Canada	1,500	Jan 09

Employer	Union	Employees	Expiry Month
Riscon Services Limited, operating as Garda of Canada (Ont.)	Teamsters	1,200	Mar 09
St-Joseph's Health Care (Ont.)	CAW Canada	1,150	Mar 09
Cara Operations Limited (Ont.)	Teamsters	1,140	Jan 09
Prince Edward Island Department of Health	IUOE	610	Mar 09

Major Work Stoppages

Involving 500 or more employees, from **January 29 to February 12, 2009.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union, and Employees	Issues	Starting	Ending
City of Ottawa - OC Transpo Ottawa, Ontario Amalgamated Transit Union 2,300 bus drivers, dispatchers, and maintenance employees	Scheduling and contracting out	Dec 10/2008	Jan 31/2009
York University Toronto, Ontario Canadian Union of Public Employees 3,350 professors and teaching assistants	Not available	Nov 6/2008	Jan 30/2009

Union Membership in Canada—2008

Each year, the Strategic Policy, Analysis, and Workplace Information Directorate carries out a survey on international and national unions having one or more members in Canada. The survey is based on self-reports by labour organizations. The 2008 survey collected data on 503 labour organizations.

Information obtained during the most recent survey indicates that in 2008, 4,592,247 workers were union members. This represents an increase of 112,227 members compared to the 4,480,020 members accounted for in 2007. Consequently, the unionization rate or union density (union membership as a percentage of non-agricultural paid employment) is 30.4% for 2008.

Unions with Largest Membership—2008

Name and Affiliation	Number of Members
Canadian Union of Public Employees (CLC)	570,000
National Union of Public and General Employees (CLC)	340,000
United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union – AFL-CIO/CLC	280,000
National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) – CLC	255,000
United Food and Commercial Workers Canada – CLC	245,327

The full analysis can be found at Union Membership in Canada, (PDF format, 215kb). Visit the Directory of Labour Organizations for more information of various unions.

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

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